

EMPLOYEE CONFLICT OF INTEREST

GBEF

A VLACS employee shall not have a personal financial interest, a business interest, other pecuniary interest that creates a substantial conflict with the proper discharge of the employee's assigned duties and responsibilities.

The following is a non-exhaustive list of actions which VLACS considers to be impermissible conflicts of interest:

1. An employee may not accept or solicit gratuities, gifts, or favors for personal use or gain where there might be an actual or appearance of a conflict of interest. Gifts of a small amount shall not be deemed a conflict of interest. See Ed 510.03.
2. An employee may not sell merchandise or services for personal profit to students, parents of students;
3. An employee may not sell merchandise or services outside of their employment contract for personal profit to VLACS.
4. An employee may not use his/her position to secure any contract or service on behalf of VLACS in which he/she or a member of his/her immediate family has an interest, unless previously disclosed to VLACS.

An employee who believes he or she has or may have a conflict of interest shall immediately disclose it to the Chief Executive Officer. Upon receipt of such disclosure, the CEO will take precautions to ensure that the school's best interest is protected.

Actions by any employee that violate this policy will result in disciplinary measures, up to and including termination.

Law Reference: Ed 510.03.

Date Adopted: November 6, 2024

Revision Dates: